



The House of Jesus

Video #9 Slides

EQUIPPING VALUES

DESIGN
BUILD

When changes within the team are needed, **transition** is the next step



5

Honoring Transition

Helping disciples take their next, right step of faith

Discernment:

Being attentive to emerging change and guiding these transitions both pastorally and organizationally

Carefrontation:

Providing authentic, respectful and gracious communication when a servant is not succeeding and a transition is needed

Transition:

Bridging team members to their next ministry role

RELATIONAL VALUES

What is *Transition*?

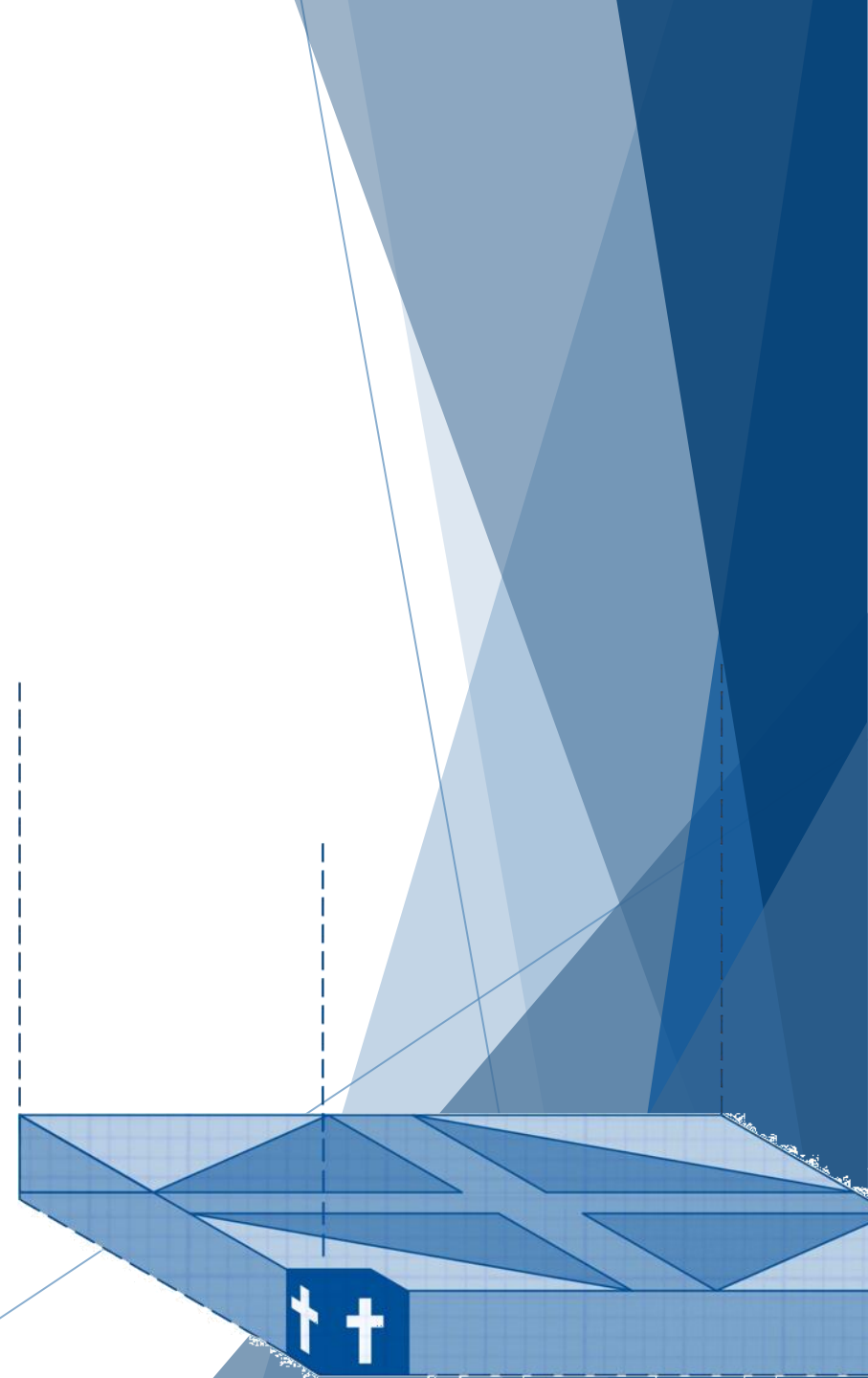
Things change thereby triggering transitions.

Servants succeed and take on expanded roles;
servants fail and need a new direction.

Equipping leaders need to be wise as they
guide various types of transitions.

“When they had finished eating, Jesus said to Simon Peter, “Simon son of John, do you love me more than these?” “Yes, Lord,” he said, “you know that I love you.” Jesus said, “Feed my lambs.”

Jn 21:15



Honoring Transition

...“Helping disciples take their next, right step of faith”

- ▶ The end of Moses’ ministry and life
- ▶ Elijah’s handoff to Elisha
- ▶ Jesus’ 40-days of transition
- ▶ Antioch’s affirmation of Paul and Barnabus
- ▶ Paul and Barnabus’ split
- ▶ Paul’s empowerment of Ephesian elders



5

Honoring Transition

Helping disciples take their next, right step of faith

Three Drivers

Discernment:

Being attentive to emerging change and guiding these transitions both pastorally and organizationally

Carefrontation:

Providing authentic, respectful and gracious communication when a servant is not succeeding and a transition is needed

Transition:

Bridging team members to their next ministry role

The Heart of *Discernment*

▶ What is it?

- Listening with one's ears, eyes and heart
- Being attentive to a servant's anointing with an understanding that there are many realities that trigger the need for a transition

“If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you. James 1:5

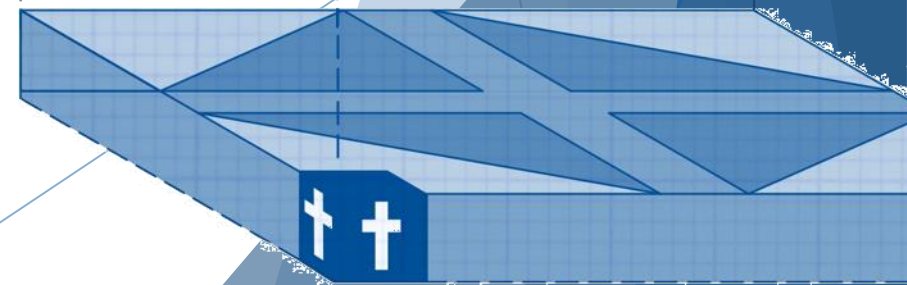


Why do disciples fail in ministry?

Four common reasons:

- Poor fit for the role;
- Inadequate apprenticing & coaching;
- Moral failure;
- Inability to transition when changes occur.

First two reflect on the equipping leader; the second two reflect on the one serving.



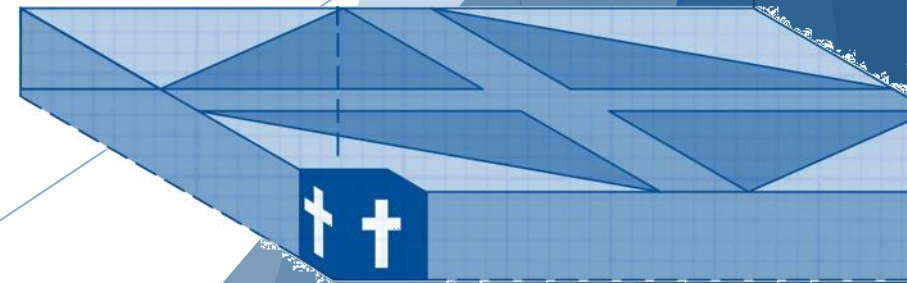
Discernment

Best practices:

- ▶ Remember that “anointing” is dynamic

Remember: *“Be completely humble and gentle. Be patient, bearing with one another in love.”*

Eph 4:2



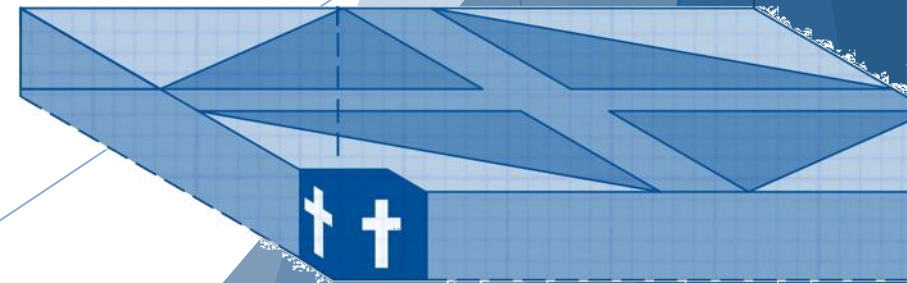
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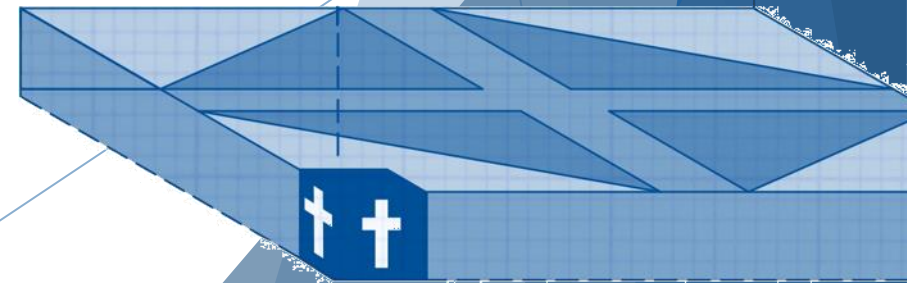
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Best practices:

- ▶ Remember that “anointing” is dynamic
- ▶ Anticipate the impact of new seasons
- ▶ Expect the unexpected

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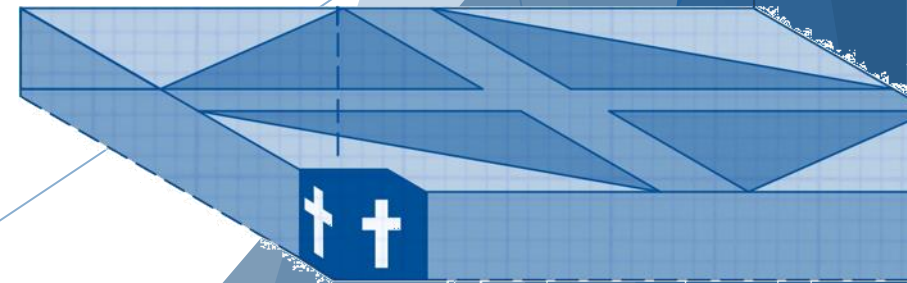
Discernment

Best practices:

- ▶ Remember that “anointing” is dynamic
- ▶ Anticipate the impact of new seasons
- ▶ Expect the unexpected
- ▶ Be proactive when servants struggle

Remember: *“Be completely humble and gentle. Be patient, bearing with one another in love.”*

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The Heart of *Carefrontation*

▶ What is it?

- Authentic and gracious communication that is sometimes needed when servants are not succeeding and struggling to see it
aka “*tough love*” (Eph 4:15)

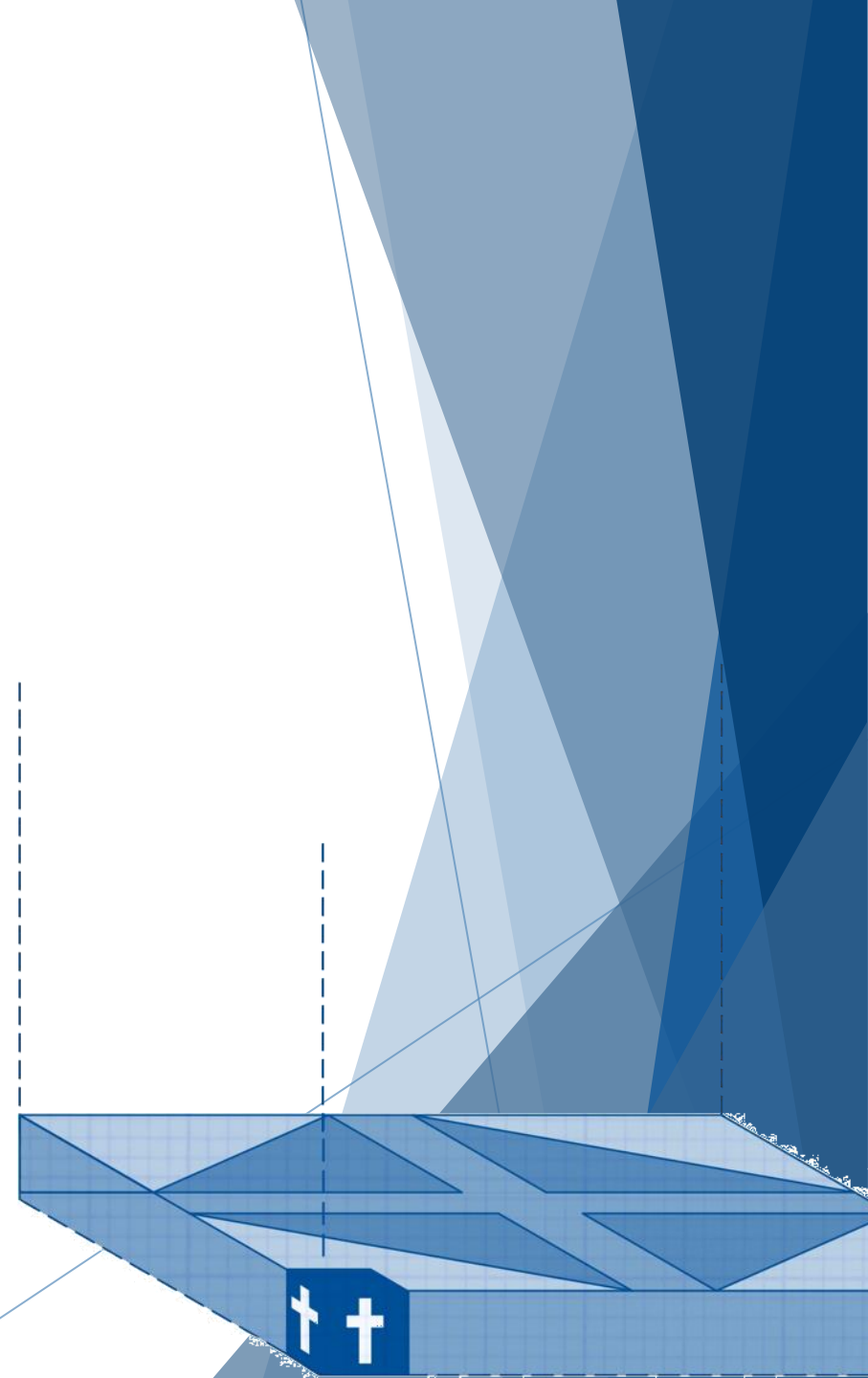
The goal is to help
servants see reality



Carefrontation

Best practices for “tough love” *after prayer*:

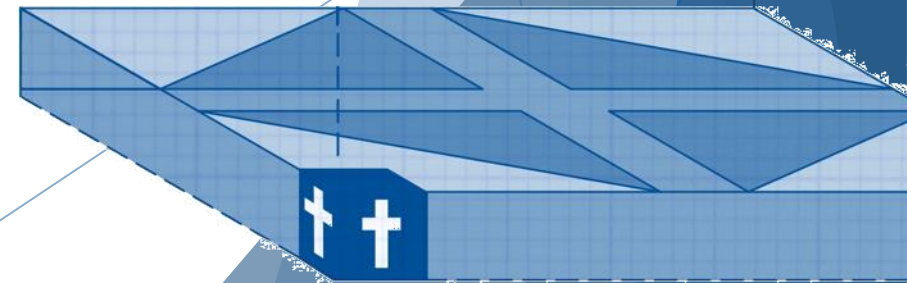
- ▶ Be overly gracious.. it’s best in the long run



Carefrontation

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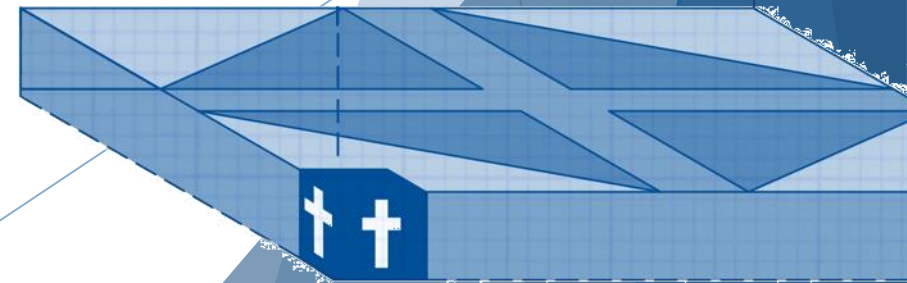
- ▶ Be overly gracious.. it’s best in the long run
- ▶ Don’t fight....agree to disagree
- ▶ Share your perceptions (“I” messages)



Carefrontation

Best practices for “tough love” *after prayer*:

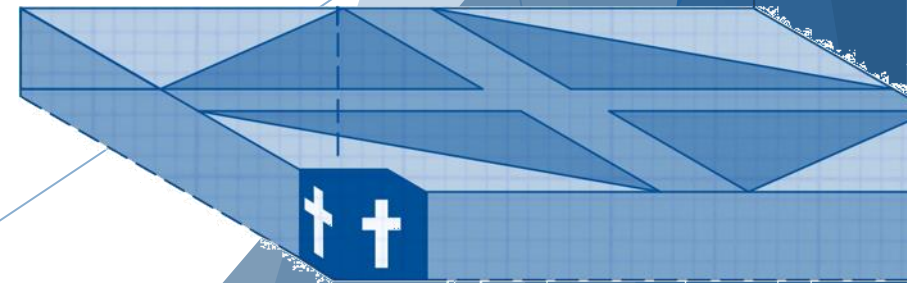
- ▶ Be overly gracious.. it’s best in the long run
- ▶ Don’t fight....agree to disagree
- ▶ Share your perceptions (“I” messages)
- ▶ Treat people fairly....what goes around, comes around



More Best practices for “tough love” *after prayer*:

- ▶ Be specific as needed with clear examples

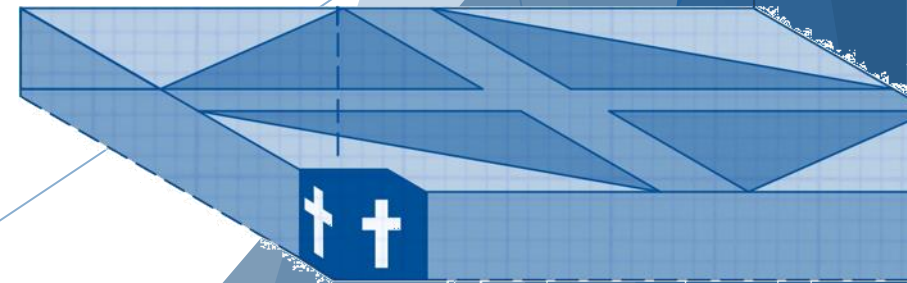
The best strategy is whatever enables the servant to embrace the transition



More Best practices for “tough love” *after prayer*:

- ▶ Be specific as needed with clear examples
- ▶ Have a third-party leader present if needed

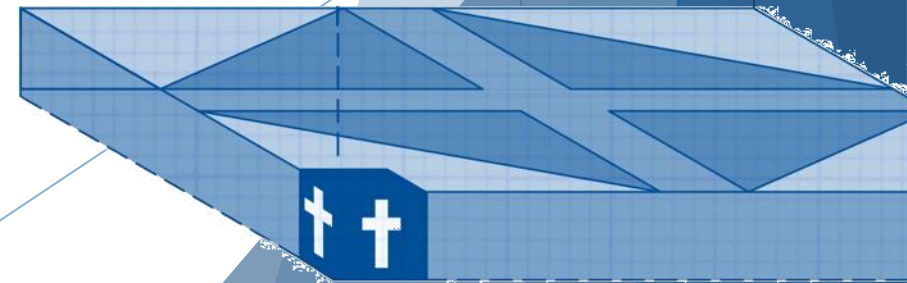
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More Best practices for “tough love” *after prayer*:

- ▶ Be specific as needed with clear examples
- ▶ Have a third-party leader present if needed
- ▶ Summarize on paper afterwards (sometimes beforehand too)

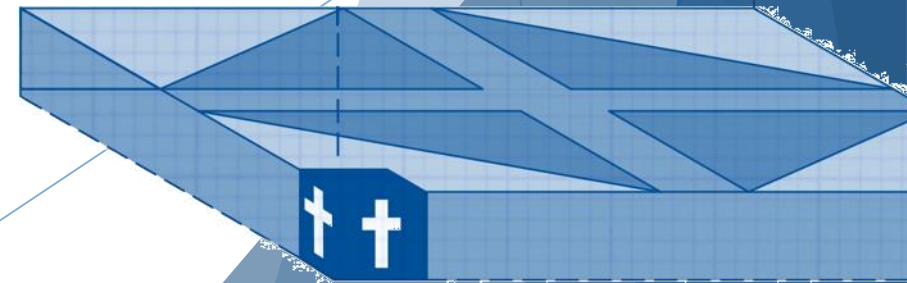
The best strategy is whatever enables the servant to embrace the transition



More Best practices for “tough love” *after prayer*:

- ▶ Be specific as needed with clear examples
- ▶ Have a third-party leader present if needed
- ▶ Summarize on paper afterwards (sometimes beforehand too)
- ▶ Speaking truth in love is better than resentment

The best strategy is whatever enables the servant to embrace the transition



The Heart of *Transition*

▶ What is it?

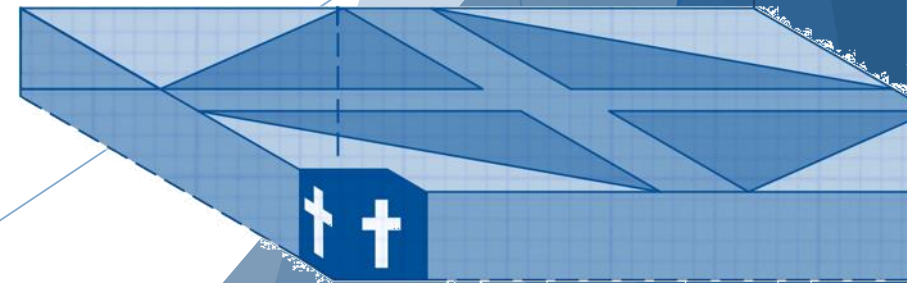
- Guiding and supporting a current team member(s) to a new place of ministry where he/she can be more **fruitful** (**character**), **faithful** (**capacity**) and **fulfilled** (**calling**).



Transition

Be ready to share with servants:

- ▶ How you see their **current passion for ministry**
- ▶ How you see their **spiritual giftings**
- ▶ How you see their **options going forward**
- ▶ What you see **God doing in their life**

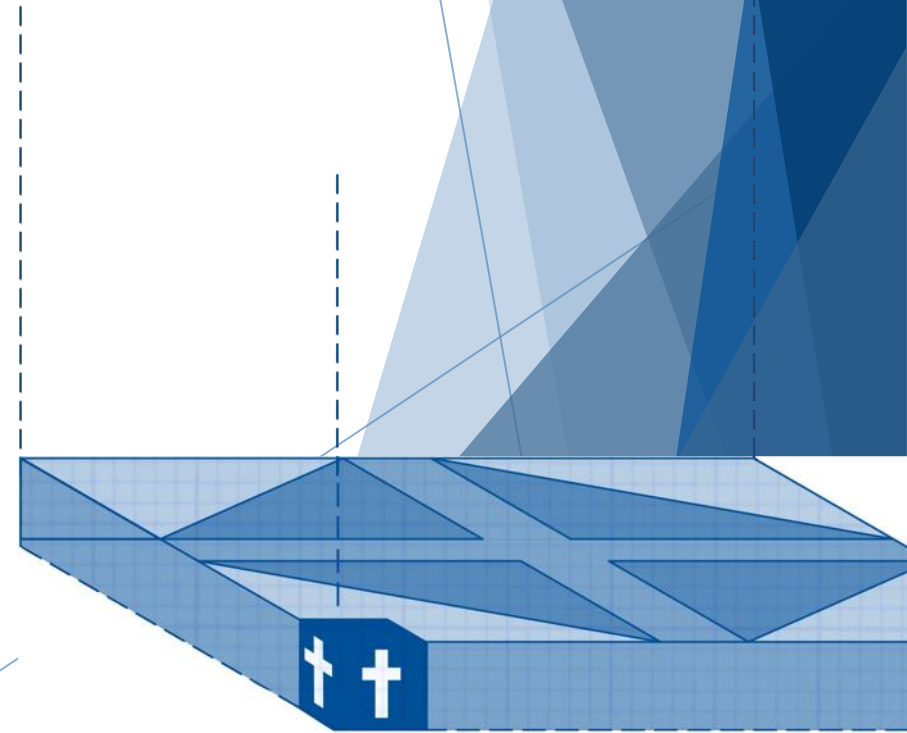


Transition is.....

- ▶ A value *modeled* by God

*“After His suffering, He presented himself to them and gave many convincing proofs that he was alive. He appeared to them over a *period of forty days* and spoke about the kingdom of God.”*

Acts 1:3

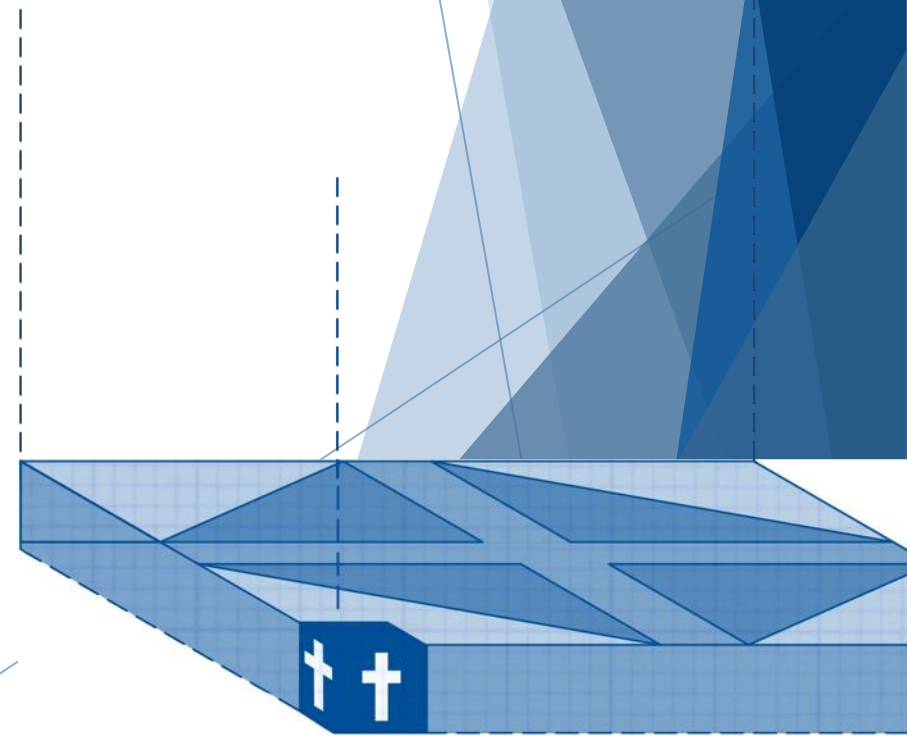


Transition is.....

- ▶ Focused on helping people adapt to change

“From that time on Jesus began to explain to his disciples that he must go to Jerusalem and suffer many things at the hands of the elders, the chief priests and the teachers of the law”

Mt 16:21

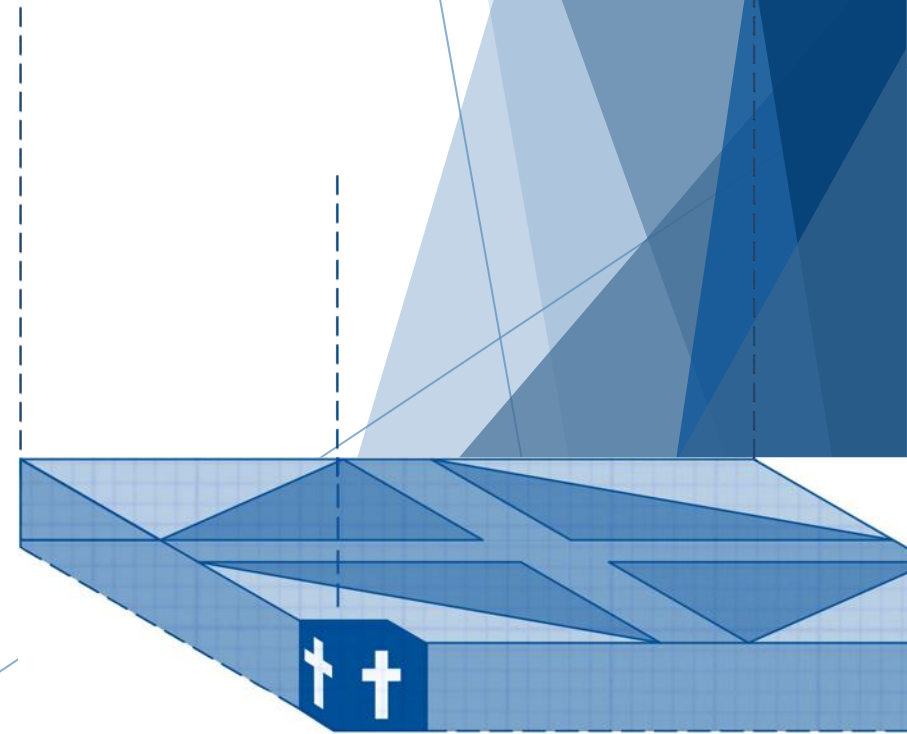


Transition is.....

- ▶ Only lifegiving when it flows from **godly love**

“Speak the truth in love”

Eph 4:15



Honoring Transition

Respectfully transitioning ministry servants when the time is right.

Sometimes we err by **Denying** (*avoiding*)....

Other times we err by **Disowning** (*rejecting*)

Final Thoughts on Equipping Servants

A summary of the ongoing challenges!

Perfectionism.....**Clarity**.....Urgency

Insecurity.....**Fit**.....Expediency

Controlling.....**Apprenticing**...Abandoning

Doing.....**Coaching**.....Using

Denying.....**Transition**.....Disowning